

## NAF PAY SYSTEM

## PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after March 12, 2005, are as follows: Average increases of 25 cents (3.1 percent) for Level 1 and 33 cents (3.1 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2005.

## SURVEY SUMMARY BY PAY LEVEL

| <u>SURVEY</u><br><u>JOB TITLE</u> | <u>WEIGHTED</u><br><u>MATCHES</u> | <u>AVERAGE</u> | <u>RANGE</u> |            |
|-----------------------------------|-----------------------------------|----------------|--------------|------------|
|                                   |                                   |                | <u>HIGH</u>  | <u>LOW</u> |
| <b>NF - 1</b>                     |                                   |                |              |            |
| SALES ASSOCIATE                   | 777                               | 8.24           | 11.78        | 5.95       |
| CASHIER-CHECKER                   | 626                               | 8.31           | 11.03        | 6.50       |
| CUSTOMER SERVICE ASST             | 77                                | 8.62           | 11.77        | 6.55       |
| TELLER                            | 346                               | 10.96          | 15.75        | 8.91       |
| ACCOUNTING CLERK                  | 15                                | 10.87          | 13.63        | 9.84       |
| DESK CLERK                        | 128                               | 7.81           | 8.98         | 7.25       |
| <b>NF - 2</b>                     |                                   |                |              |            |
| HEAD SALES PERSON                 | 36                                | 9.90           | 11.39        | 7.74       |
| HEAD CUSTOMER SVC ASST            | 17                                | 10.23          | 12.46        | 8.59       |
| SECRETARY                         | 13                                | 11.27          | 12.85        | 10.00      |
| ACCOUNTING TECHNICIAN             | 12                                | 10.94          | 12.22        | 9.62       |
| <b>NF - 3</b>                     |                                   |                |              |            |
| DEPARTMENT MANAGER                | 52                                | 12.55          | 14.48        | 10.82      |
| EXECUTIVE SECRETARY               | 19                                | 14.15          | 17.55        | 11.44      |
| BOOKKEEPER                        | 10                                | 14.53          | 15.61        | 12.43      |

WAGE AREA : #166 Montgomery/Greene, Ohio  
 ORDER DATE : January 3, 2005  
 SURVEY : #020/022-39